



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

July 8, 2005

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of July 7, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 234 employees at KDMC. Of this number, 125 actions have resulted in discharges or resignations. A total of 30 disciplinary actions have been taken against physicians and 24 physicians have been discharged or resigned.

Our open caseload is currently 116 and reflects a continued downward trend; we are averaging a net case closure rate of approximately 10 cases per week (this summary information is detailed in Attachments I and II).

While we continue to close cases, we are receiving new cases. Two of these new cases involve physicians, one alleging misuse of authority by a physician and a second alleging that a physician failed to follow department policy in transferring a patient to another facility. In addition, five new cases involve nurses, three of which include allegations that nurses were unresponsive to alarms on monitors and two include allegations regarding inappropriate conduct and misuse of authority.

RECRUITMENTS

The Screening Panel interviewed the last two of the seven candidates on July 7 which were identified by the search firm for the Chief Executive Officer position. The Screening Panel is in the process of identifying which of the seven candidates should go forward for final selection interviews. We will schedule the selection interviews with selected representatives of the KDMC Hospital Advisory Board and Dr. Garthwaite as soon as the most highly qualified candidates are identified by the Screening Panel and background and reference checks are completed.

Recruitments for the top subordinates to the Chief Executive Officer position continue. Eligible lists will be available by the time the CEO is appointed to facilitate appointment of these subordinate positions.

We are aggressively recruiting for critical nursing management positions and are utilizing search firms for these recruitments. While the Clinical Nursing Director positions for Emergency Department and Operating Room are traditionally very difficult recruitments, a contingent job offer has been accepted for the Clinical Nursing Director II - Medical Surgical/ICU, pending successful completion of the pre-employment hiring process; the scheduled start date is July 18. A Pharmacy Services Chief has also been hired with a start date of mid July. In addition, we have called approximately 80 retired Los Angeles County Pharmacists and are following up with letters to identify those willing to work as 120 day retirees; nine have expressed interest so far.

If you have any questions, please call me.

MJH:REB
JEL:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Fred Leaf
Kae Robertson
Hank Wells

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 07/07/05

Dated: 7/7/2005

Closed Cases -	461
Open Cases -	116
Referred Cases -	15
Grand Total =	592

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	8	0	19	0	10	37
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	0	4	17	2	8	31
Suspensions (1 - 5 Days)	4	5	19	1	8	37
Reprimands	5	0	18	2	8	33
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	13	6	16	6	5	46
Release of Temporary Employee	7	0	20	0	4	31
Medical Release	0	0	0	0	1	1
Subtotal	37	18	115	14	50	234

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	15	7	26	41	19	108
Total Actions Taken	52	25	141	55	69	342

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 07/07/05

Dated: 7/7/2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	0	0	0	0
Suspensions (1 - 5 Days)	2	1	0	3
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	11	1	1	13
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	30	5	1	36

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	11	1	1	13
Total Actions Taken	41	6	2	49